



# MORE OPPORTUNITIES to GROW



Two new initiatives announced at the Early Childhood Conference and Carnival 2015 will support early childhood professionals as they enhance their skills and progress in their careers.

target educators, and similar programmes for educators and leaders will be introduced subsequently. Teachers, while continuing to work, will be placed on a three-year structured programme comprising 180 hours of professional development. These will include new modular courses at the Institutes of Higher Learning (to be launched in 2016), centre-based projects as well as Continuing Professional Development courses. Cash awards amounting to \$12,000 in total will be provided at key programme and service milestones.

"The PDP is meant to complement employers' human resource management and development frameworks," said Mr Tan. The scheme would also help to retain and upgrade staff. Employers may nominate teachers with at least three years of experience for the programme, from October 2015.

## Keeping Track of Progress



With the increased opportunities for professional development, ECDA will launch a new online platform, ONE@ECDA, to enable EC professionals to easily keep track of their professional development. Using their individual ONE@ECDA accounts, educators can search and sign up for courses, and receive direct updates from ECDA. Centre operators can also use the platform to track the professional development of educators in their employment. ONE@ECDA will be launched by end-2015. ♥

**E**ARLY CHILDHOOD (EC) PROFESSIONALS can look forward to more opportunities for professional development with the two new initiatives unveiled by Minister for Social and Family Development Mr Tan Chuan-Jin at the Early Childhood Conference and Carnival (ECCC) 2015 on 25 September. Implemented by the Early Childhood Development Agency (ECDA), both the Professional Development Programme (PDP) and ONE@ECDA will support EC professionals in their career progression.

"These initiatives are part of the Government's commitment to invest in and develop our early childhood professionals. They will strengthen the fraternity, raise professionalism and improve overall quality in our sector," said Mr Tan to the 2,000 EC centre leaders, educators and educarers present on the first day of ECCC 2015 at the Suntec Singapore Convention & Exhibition Centre.

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**JUST AS IT TAKES AN ENTIRE KAMPONG [VILLAGE] TO RAISE A CHILD, ALL OF US PLAY A ROLE IN DEVELOPING MEANINGFUL AND FULFILLING CAREERS FOR OUR EDUCATORS.**

//Minister for Social and Family Development Mr Tan Chuan-Jin at ECCC 2015

"Once in place, they will provide support for your development at every stage of your career."



## 1 Honing Professionalism

The PDP aims to equip EC professionals with the competencies and skills needed to take on larger job roles and responsibilities within the sector. The first phase will



# SUPPORTING & RECOGNISING EC PROFESSIONALS at Every Stage of Their Career

## PRE-SERVICE

For full-time Early Childhood Care and Education (ECCE) Polytechnic and ITE students



**INCREASING intake sizes** of EC courses at polytechnics and ITE

UP TO **50%** discretionary admission

for Full-time EC Diploma courses at Polytechnics  
Allows the polytechnics to better select interested students based on strengths and aptitudes specific to the sector



**ENHANCED Internships** for polytechnic and ITE ECCE students

**EC CAPABILITY GRANT**

**\$3,500 – \$3,800** PER STUDENT

To strengthen:  
 ↳ Students' learning at the workplace through more structured learning outcomes and better mentorship

To support:  
 Selected operators in hosting students  
 To cover:  
 ↳ Manpower costs  
 ↳ Teaching and learning resources  
 ↳ Monthly internship stipends



SUPPORT OF **\$16,000 – \$40,000**  
 To students who intend to pursue a career in the EC sector

## IN-SERVICE

For existing Early Childhood (EC) professionals

**Continuing Professional Development (CPD)**  
 Masterplan for centre leaders, teachers and educators

**Core CPD courses & milestone courses**

Help professionals deepen their knowledge, hone their skills and progress as they upgrade

**Subsidies**

From government schemes and ECDA for CPD course fees

**Support for operators**

To provide time-off to teachers for training

**Professional Development Programme (PDP)**  
 for EC professionals

- ↳ Total 180 hours of professional development over 3 years
- ↳ Have at least 3 years of relevant teaching experience in the Early Childhood sector
- ↳ Nominated by employer for potential to take on larger job roles

**Structured 3-year professional development programme and collaboration between:**

**OPERATORS, TEACHERS AND ECDA**

**To be rolled out progressively:**

**FROM 2016 ONWARDS** for teachers      **FROM 2017 ONWARDS** for educators and leaders

**ECDA will offer these at programme milestones:**

- ↳ New modular courses
- ↳ Cash award of \$12,000 for PDP (Teachers)

**ECDA Scholarships, Teaching Awards & Sponsorships**

for early childhood professionals to upgrade to a higher professional qualification



Sponsorship for programme fees



Learning Resource Allowances

**Continuing Education & Training Diploma**  
 in EC Care & Education at Polytechnics



**New pathway for professionals with Certificate in ECCE or Higher NITEC in EC**  
 ↳ Provide greater opportunities for upgrading



**Recognition of prior learning and on-the-job competencies**  
 ↳ Allows completion of course in a shorter duration

**Encourage Career Progression and Skills Deepening**

through the Singapore Skills Framework

ECDA is working with WDA to develop a structured competency-based career progression pathway for the EC sector

**ECDA FELLOWS**

- ↳ To recognise pinnacle leaders in the sector  
 ↳ Uplift sector quality
- ↳ Create a fraternity of EC professionals  
 Targeted at Centre leaders/ Senior Centre Leaders and Lead Teachers/Senior Lead Teachers

Appointed by ECDA, and required to contribute 100 hours of service roles to the sector a year, in addition to their current employment

Annual Service Recognition Allowance of \$9,000 upon completion of their responsibilities

## MID-CAREER

For back-to-work women and career switchers



**Traineeship Programme**  
 to give individuals an initial working experience

Training allowance and incentives upon completion of programme and staying on in the sector

**Professional Conversion Programme**  
 for Teachers and Place-and-Train Programme for Educators

To allow mid-career individuals to attain professional qualifications

**5 – 15 MONTHS**

Individuals will receive course sponsorship and monthly salary during the duration of the programme

**Relief Staff Programme (RSP)**

To equip relief staff with skills to carry out routine care duties and non-structured activities

**110-HOUR** WSQ training programme

developed by **SEED Institute**, in consultation with WDA and ECDA

Course **FEE GRANT**

Provided at **90%** of the course fees

Training **ALLOWANCE**

**UP TO \$360**